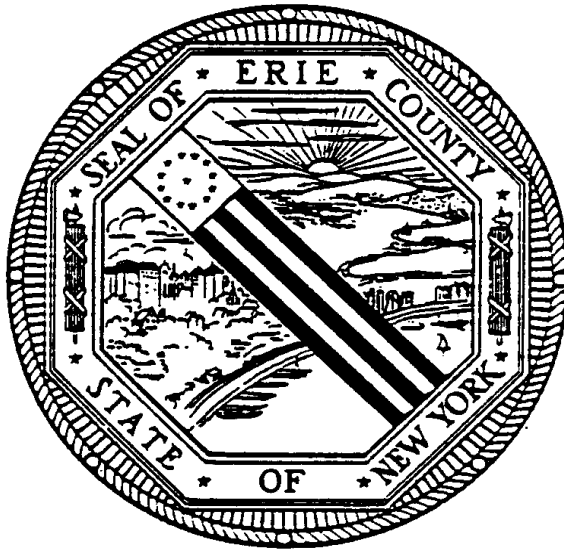


GENDER DISTRIBUTION ON MUNICIPAL BOARDS IN ERIE COUNTY

2002



A Report By

ERIE COUNTY COMMISSION ON THE STATUS OF WOMEN

EXECUTIVE SUMMARY

GENDER BALANCE ON MUNICIPAL BOARDS 2002

Gender Balance on Municipal Boards is designed to:

- To chart progress in achieving gender balance (between 1998 and 2002).
- To focus public attention on gender representation on municipal appointed boards and committees located within Erie County.
- To raise awareness of the opportunities for women to participate on these boards.

The findings of Gender Balance on Municipal Boards 2002, prepared by the Research Committee of the Erie County Commission on the Status of Women, show that overall, women are under-represented on municipal boards throughout Erie County.

- 1). In 2002, women hold 995, or 32.1% of the total 3,099 filled village, town, city and county board seats. Men hold 2,104 board seats, or 67.9%.
- 2). Boards that have the greatest fiscal and public policy impact on municipalities – Planning, Zoning and Assessment Review – have significantly fewer women at 18.5%.
- 3). Men hold the vast number of paid positions on municipal boards. There are 94 paid boards with a total of 547 seats. Women hold 96, or 17.5% of these positions.
- 4). Of these 94 paid boards, 34 have no women members.
- 5). With few exceptions, gender balance has been achieved on boards such as Parks and Recreation, Beautification, Senior Citizens, Youth and Library. Women hold 51.6% of the seats on these boards.

Women make up more than 52% of the total population of Erie County, 48.7% of the labor force and 61% of the over-65 population.* Many decisions affecting the daily lives of women and their families are made by municipal boards, and because of present and future economic, cultural and social changes, it is essential that women be proportionately represented on all public boards in Erie County.

*Source: 2000 Census

MISSION

The Erie County Commission on the Status of Women works to assure that the women of Erie County have full participation on the issues that impact their lives.

History of the Erie County Commission on the Status of Women

The Commission was established by a unanimous vote of the Erie County Legislature in 1987 to remove gender-based inequities for women. In 1988, the Commission became a department of Erie County government.

The Commission conducts policy studies; analyzes current legislation, programs and trends affecting women; develops collaborative programs with local and regional organizations and public officials; provides educational awareness; and recommends measures to coordinate, consolidate or expand the resources and services available to women in Erie County.

The activities of the Commission include:

- Developing and managing the online **TALENT BANK** for the placement of women on public, not-for-profit and for-profit boards, access is available through our website at www.erie.gov/csw.
- Facilitating a plan to support a coordinated community response to family violence in Erie County.
- Supporting the development of community-based programs to gain seats for women on public sector boards.
- Providing the public with information, publications and forums on issues of concern to women.
- Convening the Women's Action Coalition (WAC), established by the Commission to provide a forum for more than 100 local women's organizations, which emphasizes networking, collaboration and legislative advocacy.

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Commission Reports:

- Status of Women in Erie County – An Agenda for Progress, 1997.
- Gender Distribution on Not-for-Profit Boards located within Erie County, 1996, 2001.
- Gender Distribution on Erie County Municipal Boards, 1995 & 1998.
- Working Women Count: A Survey of Employment Issues, 1996.
- Food for Thought: A Public Service Campaign on Myths of Welfare, 1995.
- Status of Women's Health in Erie County, 1994.

**IF YOU WOULD LIKE TO ASSIST THE COMMISSION
IN ITS WORK, PLEASE CONTACT US.**

www.erie.gov/csw or 858-8307

INTRODUCTION

The Erie County Commission on the Status of Women has been collecting data on the ratio of men to women on boards in the county since 1995, when it first surveyed municipalities countywide to determine the ratio of men to women on their boards. This first municipal report was updated in 1998 and was followed by similar reports in 1996 and 2001 on not-for-profit boards.

The underlying assumption of the Commission's scrutiny of public and not-for-profit boards is that the citizens of Erie County need the expertise of both women and men on the boards that shape our civic, business and community life. Women are, after all, a significant proportion of the population. They comprise 52 percent of the county's population, 48.7 percent of its labor force, 61 percent of its senior citizens and 54 percent of the county's registered voters. Despite their numbers, women continue to be significantly under-represented on these critical boards. Such under-representation deprives citizens of the wisdom of a significant segment of the population.

The purpose of this 2002 report is three-fold: 1) to chart progress in achieving gender balance between 1998 and 2002; 2) to focus public attention on gender representation on municipal appointed boards and committees located within Erie County and, 3) to raise awareness of the opportunities for women to participate on these boards.

METHODOLOGY

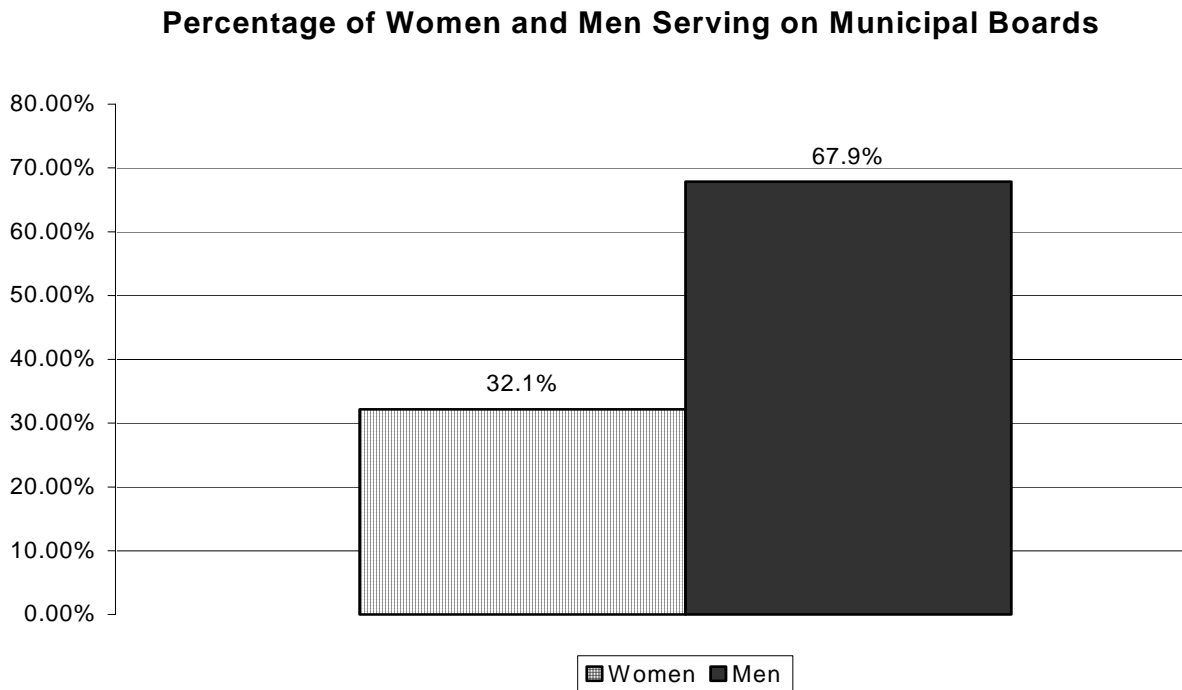
In the spring of 2002, the Research Committee surveyed the 44 municipalities in Erie County (three cities, 25 towns and 16 villages) as well as Erie County government to determine the number of women serving on boards and committees.

The Committee requested the following information from municipal clerks who, by New York State law, are responsible for maintaining records of official boards: 1) the name of each appointed board, 2) total number of members, 3) the total numbers of male and female members, and the number of board vacancies, 4) pay and/or stipend, 5) length of term/appointment, 6) appointment process, and , 7) experience of the board in finding citizens to serve on it. A copy of the survey is included in Appendix F.

All municipalities and Erie County government responded to the survey. The information in this report was submitted by the municipal clerks. Every effort was made by the Research Committee and Commission staff to contact each municipality to verify and clarify information for the 2002 report. Comparison of boards with the 1998 report addresses only those boards that appear in both reports. Over time, municipal boards can be added or eliminated by communities.

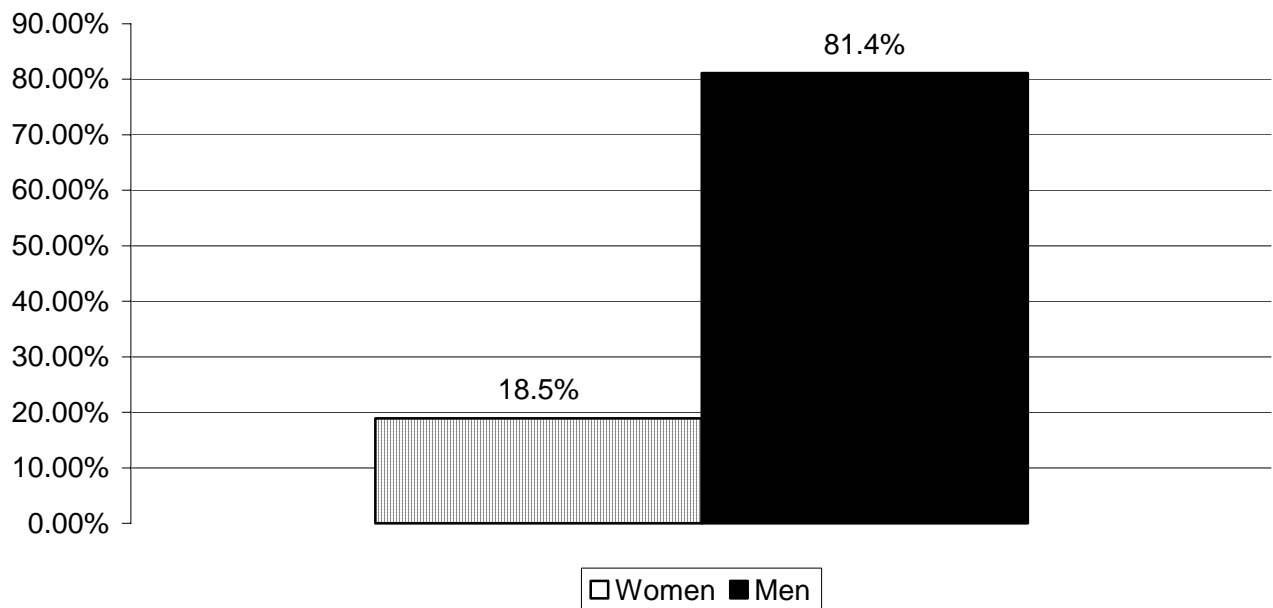
In this report, the Committee has begun to track the appointment record of individual elected officials, choosing to start with the County Executive as this position has the greatest number of appointments in the geographic area of Erie County. In the 2005 report, the Committee will look at the appointment records of select mayors and supervisors in the cities, villages and towns based upon the number of appointments.

FINDINGS



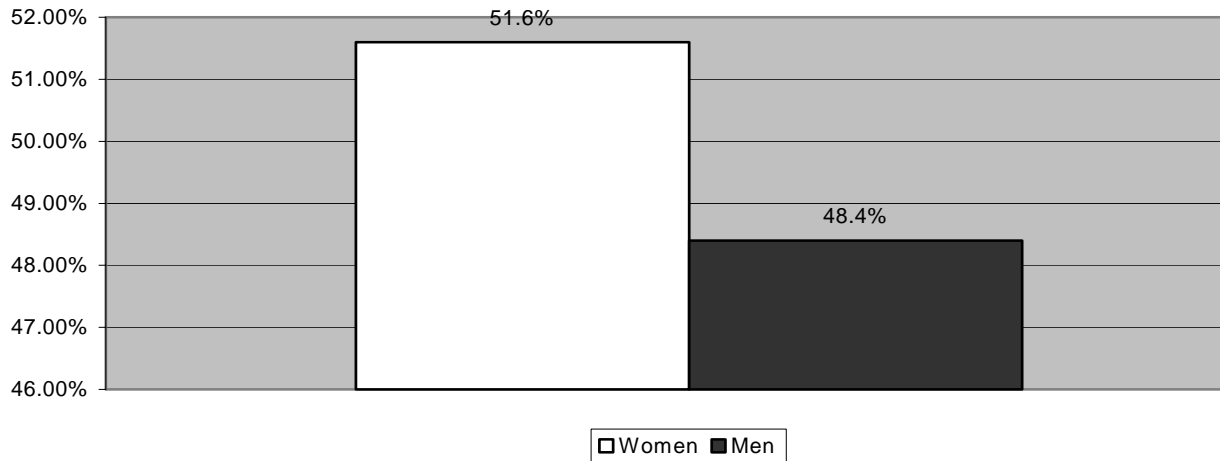
The overall percentage of women serving on municipal boards has remained about the same in all three reports (1995, 1998, 2002). In 2002, women hold 995 seats, or 32.1%, out of a total of 3,099 filled board seats, with 2,104, or 67.9% held by men. The number of boards with no representation by women is 86 out of a total of 413 boards in 2002.

**Percentage of Women and Men Serving on Planning, Zoning Board
of Appeals and Assessment Board of Review**



Very few women are represented on the boards having the greatest fiscal and public policy impact on municipalities – Planning, Zoning Board of Appeals and Assessment Boards of Review. Just 18.5% of the seats on these boards were held by women in 2002.

Percentage of Women and Men Serving on Parks and Recreation, Senior Citizens, Beautification, Youth and Library Boards



The data show a higher proportion of women on boards such as Parks and Recreation, Senior Citizens, Beautification, Youth and Library. With 51.6% of the filled seats on these boards, these are the areas where women have proportionate representation. In 1998, women's representation was 47% on these boards before rising by more than 4% in 2002.

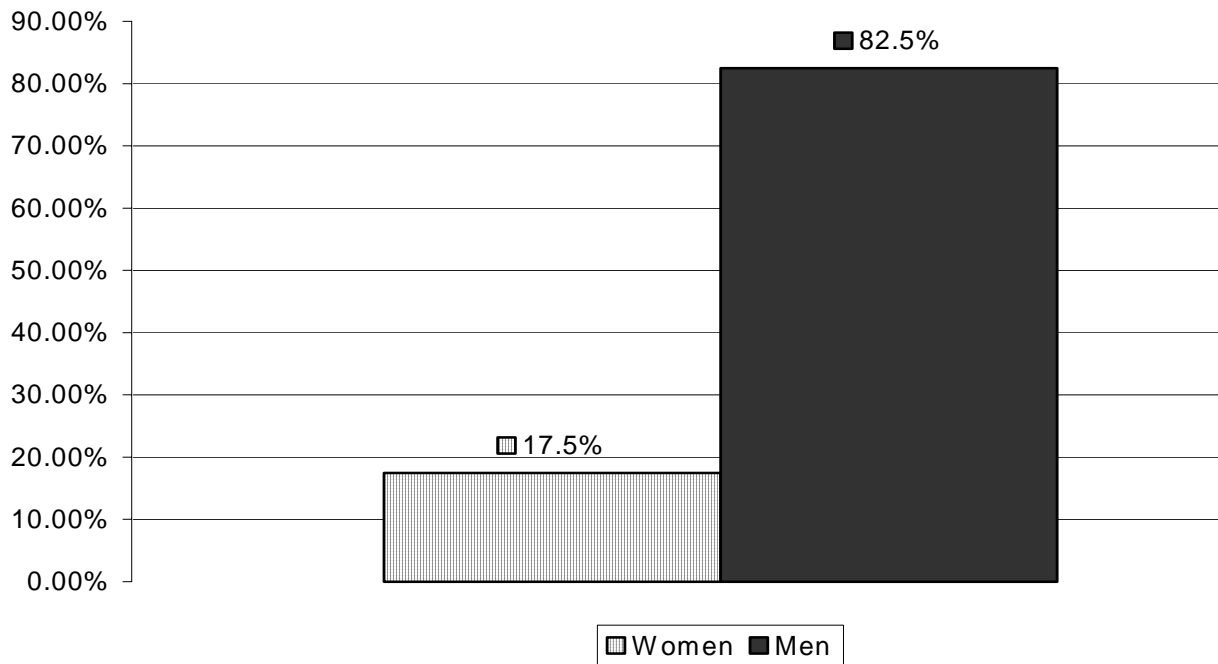
Representation of women on paid municipal boards

	Number of paid boards	Number of seats	Number of women	Number of men
Villages	12	63	12	51
Towns	66	411	67	344
Cities	15	70	16	54
Erie County	1	3	1	2

Paid boards with no representation by women

	Number of boards	Type of Boards
Villages	3	Planning, Zoning Board of Appeals
Towns	25	Assessment, Plumbing, Traffic Safety, Zoning
Cities	6	Assessment, Civil Service, Plumbers, Sewer, Traffic Safety, Zoning
Erie County	0	

Percentage of Women and Men Serving on Paid Municipal Boards



Men hold the vast majority of paid positions on Erie County’s municipal boards. Countywide, there are 94 boards for which members receive remuneration. Of the 547 seats, women hold 96, or 17.5%. The breakdown by municipality is shown on the following page. Of the 94 boards that pay members, 34 have no women on them.

Findings by Municipalities

Village Boards: There are 16 villages in Erie County with a total of 75 boards. Women hold 152 seats, or 35% of the 434 filled seats on these boards. As in all municipalities, women are under-represented on boards with significant public policy implications such as Planning, Zoning and Assessment. For instance, of the 16 each of Planning and Zoning boards, only 23% of the Planning Boards and 202% of the Zoning boards, were women. Complete data on Village Boards are found in tables on Pages 15-19.

Town Boards: There are 25 towns in Erie County with a total of 240 boards. Women hold 492, or 29% of the 1,672 filled seats on boards. Men far outnumber women on the boards with the greatest fiscal impact – Planning, Zoning and Assessment Board of Review. The combined number of these boards in the towns is 75, with women representing 17.1%. Detailed data on Town Boards are found in the tables on Pages 20-29.

Cities: There are three cities in Erie County – Buffalo, Lackawanna and Tonawanda, with a total of 58 boards and 445 filled seats. Women hold 138, or 31% of these seats. The combined number of Planning, Zoning and Assessment Review boards is 9, with women holding 24.4% of these seats. Detailed data on City boards are shown in tables on Pages 30-34.

County Government: There are 40 Erie County government boards with 548 filled seats. Women hold 213, or 39% of the seats.

The County Executive's appointment record since January 2000 is as follows: of 275 board appointments, 132 are held by women and 143 are held by men, or 48% for women and 52% for men. Complete data on County boards are shown in the tables on Pages 35-39.

Summary: Villages – 35% women, 65% men; Towns – 29% women, 71% men; Cities, 31% women, 69%; and County – 39% women, 61% men.

The Research Committee found that few boards have specific qualifications for their members other than that appointees be residents of the municipality, while some boards, such as plumbing boards, require that members have expertise or licensing in specific fields.

RECOMMENDED RANGE OF FEMALE REPRESENTATION ON BOARDS

In both the 1990 and 2000 Census, the number of women in Erie County equals 52 percent of the population. Among senior citizens, the numbers grow to 61 percent. According to the Erie County Board of Elections, 54 percent of all registered voters are women. Finally, according to the 2000 Census, women represented 48.7 percent of the workforce.

Based on these indicators, the Commission has identified a recommended range of 47-62 percent of female representation on boards.

RECOMMENDATIONS

- Elected officials who oversee public boards should recognize the imbalance of gender representation on these boards and work to make appointments that will achieve gender balance.
- The public should be informed of all vacancies on municipal boards.
- Women themselves must take responsibility for stepping forward to fill vacancies.
- A Coalition for Women's Appointments, ACWA, a pilot project of the Erie County Commission on the Status of Women launched in 2001 in Amherst, should expand beyond Amherst and continue to work with elected officials as well as encourage and educate women on the process of appointments to municipal board positions.
- As part of their nominating process, municipal boards should utilize the TALENT BANK* of the Erie County Commission on the Status of Women by registering on-line at www.erie.gov/csw.*

*The TALENT BANK is an on-line resource at www.erie.gov/csw to register women wishing to serve on boards of directors and public, not-for-profit and for-profit organizations seeking to fill board vacancies with qualified women.

VILLAGE GOVERNMENT BOARDS IN ERIE COUNTY

THERE ARE 16 VILLAGE GOVERNMENTS IN ERIE COUNTY. THE 75 BOARDS LISTED BELOW HAVE A TOTAL OF 434 FILLED SEATS. WOMEN HOLD 152 SEATS, OR 35%. MEN HOLD 282 SEATS, OR 65%. THIRTEEN VILLAGE BOARDS OR COMMITTEES HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*		term	pay**	appointed by
	total	women	total	women			
AKRON							
Beautification	5	0			open		mayor/ board
Cable TV	4	0			open		“
Disaster Advisory	5	1			open		“
Environmental	7	2			open		“
Library	3	0			open		“
Parks & Playgrounds	5	0			open		“
Planning	6	1	5	0	5 yr.		“
Recreation	5	0			open		“
Recycling	7	2			open		“
Zoning Bd. of Appeals	6	1	5	0	5 yr.		mayor/ board
	53	7	10	0			
	13.2% women	86.8% men	0% women	100% men			
ALDEN							
Planning	7	2	7	2	5 yr.	\$30/mtg.	board
Safety	4	1			1 yr.		board
Zoning Bd. of Appeals	5	0	5	0	3 yr.	\$30/mtg.	board
	16	3	12	2			
	18.7% women	81.2% men	16.7% women	83.3% men			
ANGOLA							
Planning	5	1	4	1	5 yr.	\$20/mtg.	mayor
Zoning Bd. of Appeals	5	1	5	0	varies	\$20/mtg.	mayor
	10	2	9	1			
	20% women	80% men	11.1% women	88.9% men			

		2002		1998			
	total	women	total	women	term	pay	appointed by
BLASDELL							
Planning	6	2	8	2	3 yrs.	\$11/mtg.	mayor
Youth	4	4	5	3	5 yrs.		mayor
Zoning Bd. of Appeals	5	0	5	0	3 yrs.	\$11/mtg.	mayor
	15	6	18	5			
	40% women	60% men	27.8% women	72.2% men			
DEPEW							
Planning	5	1	5	0	5 yrs	\$598/yr.	board
Zoning Bd. of Appeals	5	1	5	0	5 yr.	\$15/mtg.	board
	10	2	10	0			
	20% women	80% men	0% women	100% men			
EAST AURORA							
Capital Projects	7	2	7	1	3 yr.		board
Ethics	2	1	3	1			board
Firefighter. Service Award Program	4	1			1 yr.		board
Historic Pres.	6	3	5	2	4 yr.		board
Hubbard Museum & Library	8	4			5 yr.		board
Planning	7	2	7	3	3 yr.		board
Safety	4	0	4	0	1 yr.		board
Tree Board	5	2			3 yr.		board
Zoning Bd. of Appeals	5	1	6	1	5 yr.		board
	48	16	32	8			
	33.3% women	66.7% men	25% women	75% men			
FARNHAM							
Planning	5	1	5	3	1 yr.		board
Zoning Bd. of Appeals	5	1	5	2	1 yr.	\$2,600/yr.	board
	10	2	10	5			
	20% women	80% men	50% women	50% men			

		2002		1998			
	total	women	total	women	term	pay	appointed by
GOWANDA							
Planning	2	0	5	3	open		mayor
Recreation	5	4	5	3	open		mayor
Tree Committee	3	1			open		mayor
Zoning Board. of Appeals	2	1	3	1	3 yr.		mayor
	12	6	13	7			
	50% women	50% men	53.8% women	46.5% men			
HAMBURG							
Beautification	16	13			3 yr.		mayor
Environmental	11	6			3 yr.		mayor
Historic Preservation	7	1			1-4 yr.		mayor
Planning	7	1	7	1	3 yr.		mayor
Recreation	7	1	7	1	3 yr.		mayor
Recycling	8	1			1 yr.		mayor
Traffic Safety	7	2			3 yr.		mayor
Zoning Board	5	1	5	0	5 yr.		mayor
	68	26	19	2			
	38.2% women	61.7% men	10.5% women	89.4% men			
KENMORE							
Housing	5	1	7	1	5 yr.		board
Planning	7	3			1-5 years		board
Plumbing	3	0			3 yr.		board
Zoning Bd. of Appeals	5	1	7	2	5 yr.		board
	20	5	14	3			
	25% women	75% men	21.4% women	78.5% men			
LANCASTER							
Historic Preservation	7	2			4 yr.		board
Planning	6	1	7	1			board
Zoning Board of Appeals	5	1	5	1		\$15/mtg.	board
	18	4	12	2			
	22.2% women	77.7% men	16.6% women	83.3% men			

		2002		1998			
	total	women	total	women	term	pay	appointed by
N. COLLINS							
Planning	5	2	5	1	5 yr.		board
Zoning Bd. of Appeals	5	2	5	1	5 yr.		board
	10	4	10	2			
	40% women	60% men	20% women	80% men			
ORCHARD PARK							
Environmental Advisory Bd.	4	2	5	3	5 yr.		mayor
Planning	5	2	5	2	5 yr.		mayor
Zoning Bd. of Appeals	5	1	5	1	5 yr.		mayor
	14	5	15	6			
	35.7% women	64.2% men	40% women	60% men			
SLOAN							
Planning	3	0	5	0	4 yrs.		mayor
Zoning Bd. of Appeals	3	1	3	1	4 yr.		mayor
	6	1	8	1			
	16.6% women	83.3% men	12.5% women	87.5% men			
SPRINGVILLE							
Planning	5	0	5	0	5 yr.	\$600/yr.	board
Zoning Bd. of Appeals	5	2	5	1	5 yr.	\$600/yr.	board
ADA	5	2			1 yr.		board
	15	4	10	1			
	26.6% women	73.3 men	10% women	90% men			
WILLIAMSVILLE							
Beautification	26	20	15	11	1 yr.		board
Criminal Justice	3	1			1 yr.		board
Environmental	5	2	5	2	1 yr.		board
Glen Park Joint Bd.	9	7			1-3 yr.		board
Historic Pres.	6	1	9	4	2 yr.		board
Mayor's Advisory	6	1	7	2	1 yr.		board
Meeting House Man.	2	2	5	2	1 yr.		board
Parking Committee	7	2			1 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Parks	6	2	7	1	1 yr.		board
Planning	7	1	7	1	3 yr.		board
Records Mgmt.	5	3	6	3	1 yr.		board
Senior Citizens	7	7	6	6	3 yr.		board
Traffic Safety	7	2	7	2	1 yr.		board
Youth & Rec.	8	8	6	6	1 yr.		board
Zoning Bd. of Appeals	5	0	5	0	5 yr.		board
	109	59	94	40			
	54.1% women	45.8% men	42.7% women	57.3% men			
board totals/women	434	152					

**Board totals for 1998 are included if they were part of the 1998 report.*

***When payment information shows two or three numbers, the higher numbers are generally for the board chair or secretary, and the lower figure is for board members. Boards are paid per meeting, monthly or annually. Planning boards generally meet two times per month, while Zoning boards usually meet once per month, with less frequency in smaller communities. Assessment Review boards meet as needed, generally requiring from one to five sessions per year.*

TOWN GOVERNMENT BOARDS IN ERIE COUNTY

THERE ARE 25 TOWN GOVERNMENTS IN ERIE COUNTY. THE 240 TOWN BOARDS LISTED BELOW HAVE A TOTAL OF 1,672 FILLED SEATS. WOMEN HOLD 492 SEATS, OR 29%. MEN HOLD 1,180 SEATS, OR 71%. FIFTY-FOUR TOWN BOARDS/COMMITTEES HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*		term	pay**	appointed by
	total	women	total	women			
ALDEN							
Assessment Review	5	3			1 yr.	\$130/\$65 mtg.	board
Environmental	9	7	9	4	open		board
Planning	7	2	7	2	7 yr.	\$125/\$108/ \$68.75/mtg.	board
Zoning Bd. of Appeals	6	1	5	1	5 yr.	\$35/\$30 mtg.	board
	27	13	21	7			
	48.1% women	51.8% men	33.3% women	66.6% men			
AMHERST							
Assessment Review	12	2	5	0	5 5yr. 7 7yr.	\$600/mtg.	board
Cable TV	7	0	7	2	open		board
Conservation	10	3	11	5	2 yr.		board
Econ. (Industrial) Development	7	1			7 yr.		board
Ethics	5	1	4	1	5 yr.		board
Glen Park	9	8	10	5	2 yr.		5 vill/ 4 town bd.
Government Study	7	2	15	7	4 yr.		board
Historic Preservation	7	4	6	4	4 yr.		board
Library	5	3	5	2	5 yr.		board
Museum	17	11	16	10	3 yr.		dir. rec.
Parks & Playgrounds	7	3	8	4	3 yr.		board
Planning	7	2	7	1	7 yr.		board
Plumbing	5	0	3	0	2 yr.	\$35/mtg. (2 per year)	board
Recreation	7	1	6	1	7 yr.		board
Recycling (Solid Waste)	12	2	14	1	3 yr.		board
Schools	6	4			4 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Senior citizens	15	5	14	6	2 yr.		board
Traffic safety	9	2	9	1	3 yr.		board
Youth	19	11	17	10	3 yr.		board
Zoning Bd. of Appeals	5	1	5	1	5 yr.		board
	178	66	162	61			
	37% women	62.9% men	37.6% women	62.3% men			
AURORA							
Assessment Review	5	0	5	1	5 yr.	\$600/mtg.	board
Cable TV	5	1	10	2	1 yr.		board
Conservation	7	0			1 yr.		board
Disaster Advisory	15	2	7	1	1 yr.		board
Library	6	4	7	5	5 yr.		board
Planning	7	0	8	0	7 yrs.		board
Records	4	3			open		board
Recreation	7	4	9	5	1 yr.		board
Safety	6	0	7	1	2 yr.		board
Youth	16	13	20	8	1 yr.		board
Zoning	5	2	5	2	5 yr.		board
	83	29	78	25			
	34.9% women	65% men	32% women	67.9% men			
BOSTON							
Assessment Review	5	0	5	0	6 yr.		board
Cable TV	5	0	5	0	open		board
Capital Projects	9	1	9	2	3 yr.		board
Conservation	9	3	9	4	3 yr.		board
Parks & playgrounds	4	0	7	3	open		board
Planning	8	2	7	1	7 yr.		board
Records	4	1			open		board
Safety	12	2			open		board
Senior citizens	21	15			open		board
Traffic Safety	4	0	4	0	1 yr.		supervisor
Zoning Board of Appeals	7	1	5	1	5 yr.		board
	88	25	51	11			
	28.4% women	71.5% men	21.5% women	78.4% men			

		2002		1998			appointed
	total	women	total	women	term	pay	by
BRANT							
Assessment Review	4	1	5	2	4 yrs.	\$3,213/yr.	1 by board
Disaster Advisory	2	0			1 yr.		board
Historic pres.	3	2			open		board
Planning	10	2	7	1	7 yr.	\$10/mtg.	board
Zoning Bd. of Appeals	6	2	5	1	5 yr.	\$10/mtg.	board
	25	7	17	4			
	28% women	72% men	23.5% women	76.4% men			
CHEEKTOWAGA							
Assessment Review	5	0	5	1	5 yrs.	\$1,896/\$1,526/yr.	board
Cable TV	3	1	10	0	open		supervisor
Conservation	7	4	7	1	2 yr.		board
Ec. Develop.	12	2	14	1	3 yr.		board
EMS	16	0	13	0	1 yr.		board
Environmental	7	0			open		board
Library	5	3	5	3	5 yr.		board
Planning	7	1	7	1	7 yr.	\$5,019/\$3,397/yr.	board
Plumbing	5	0	5	0	2 yr.		board
Rails to trails	3	1			open		board
Records	3	1			open		supervisor
Recycling	3	3			open		supervisor
Senior citizens	3	3	13	4	open		supervisor
Stiglmeier Park Citizens Advisory	28	9			open		board
Traffic safety	15	1	5	0	3 yr.	\$4,300/yr.sec.	board
Youth	2	2	22	15	3 yr.		board
Veterans Affairs	12	2	12	3	1 yr.		board
Zoning	5	1	4	1	5 yr.	\$5,425/\$4,005/yr.	
	141	34	122	30			
	24.1% women	75.8% men	24.5% women	75.4% men			
CLARENCE							
Assessment Review	3	0	4	0	5 yr.	\$500 chair/yr. \$41.20/hr. bd.	board
Avoidable alarm	3	0			1 yr.		board
Beaut./landscape	2	0			1 yr.		board
Cable TV	4	1	5	0	1 yr.		board
Community res.	5	5			1 yr.		board
Conservation	9	1	10	1	1 yr.		board
Disaster Advisory	2	0			1 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Economic Development – IDA	7	1	7	2	1 yr.		board
Ethics	7	2	9	3	1 yr.		board
Historical	5	1			1 yr.		board
Library	7	4	7	4	5 yr.		board
Municipal review	7	2	7	1	1 yr.		board
Planning	7	1	7	1	7 yr.	\$15,008/chair/yr. \$54/mtg./bd.	board
Plumbing	6	0	5	0	1 yr.		board
Recreation	7	1			1 yr.		board
Restricted Hunting	5	1			1 yr.		board
Recycling	6	2	16	5	1 yr.		board
Senior citizens	5	3			1 yr.		board
Traffic safety	7	1	6	0	1yr.		board
Youth	11	7	12	9	3 yr.		board
Zoning Bd. of Appeals	6	0	5	0	5 yr.	\$900/chair/yr. \$54/board/ mtg.	
	121	33	100	26			
	27.2% women	72.7% men	26.1% women	73.9% men			
COLDEN							
Assessment Review	5	2	5	2	6 yr.	\$50 mtg.	board
Environmental	5	2	6	2	2 yr.		board
Planning	7	3	7	2	5-7 yr.		board
Recreation	4	4			1 yr.		board
Zoning Bd. of Appeals	5	1	5	2	5 yr.		board
	26	12	23	8			
	46.1% women	53.8% men	34.7% women	65.2% men			
COLLINS							
Assessment Review	3	1	3	1	5 yr.	\$250/yr.	board
Library	9	6	6	5	5 yr.		board
Parks & Recreation	5	3			1 yr.	\$450/\$250/yr.	board
Planning	5	0	5	0	5 yr.	\$1256/\$656/yr.	board
Water Commission	4	0			1 yr.	\$600/yr.	board
Zoning Board of Appeals	5	2	3	0	4 yr.		board

		2002		1998			appointed
	total	women	total	women	term	pay	by
	31	12	17	6			
	38.7% women	61.2% men	35.3% women	64.7% men			
CONCORD							
Assessment Review	5	1	5	1	5 yrs.	\$80/yr.	board
Ec. Devel. CIDA	5	0			5 yr.		board
Library	5	2			5 yr.		board
Planning	7	0	7	2	5 yr.	\$800/\$700 yr.	board
Zoning	5	0			5 yr.	\$500/\$400 yr.	board
	27	3	12	3			
	11.1% women	88.8% men	25% women	75% men			
EDEN							
Agriculture	6	1	5	0	2 yr.		board
Assessment Review	6	1	5	1	5 yr.	\$100/yr.	board
Conservation	11	6	9	5	2 yr.		board
Disaster Advisory	11	2			open		board
Drainage	11	2			2 yr.		board
Ec. Development	7	1	7	0	3 yr.		board
Historic Pres.	8	6	6	3	2 yr.		board
Library	6	3	6	4	5 yr.		board
Natural resource	8	3			open		board
Planning	7	1	6	1	7 yr.		board
Recreation	7	1	6	1	5 yr.		board
Zoning Bd. of Appeals	5	1	5	1	5 yr.		board
	93	28	55	16			
	30.1% women	69.8% men	29.0% women	70.9% men			
ELMA							
Assessment Review	5	0	5	1	5 yr.	\$100/mtg.	board
Library	7	3	5	1	4 yr.		lib./town boards
Planning	7	0	7	0	5 yr.	\$40/mtg.	board
Zoning Bd. of Appeals	5	0	5	0	5 yr.	\$40/mtg.	board
	24	3	22	2			
	12.5% women	87.5% men	9% women	90.9% men			
EVANS							
Assessment Review	4	1	5	1	5 yr.	\$25/mtg.	board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Conservation	9	0			1 yr.		board
Economic Development	6	0			1 yr.		board
Lake Erie Beach	7	0			1 yr.		board
Planning	7	2	7	3	7 yr.	\$8,000/yr./chair \$40/mtg./bd.	board
Plumbing	5	0	5	0	open	\$55/\$40 mtg.	board
Records	5	1			open		board
Recreation	7	6	9	6	1 yr.		board
Recycling	6	4	8	6	1 yr.		board
Sturgeon Pt. Adv.	10	0			1 yr.		board
Zoning	5	1	6	2	5 yr.	\$55/\$40/mtg.	board
	71	15	40	18			
	21.1% women	78.8% men	45% women	55% men			
GRAND ISLAND							
Architectural review	7	3	7	3	5 yr.		board
Assessment review	5	1	5	2	5 yr.		board
Cable TV	9	1	9	2	7 yr.		board
Conservation	9	2			5 yr.		board
Community enrich.	7	4			1 yr.		board
Economic devel.	14	1			open		supervisor
Ethics	5	2			1-7 yrs.		board
Historic Pres.	8	5			open		supervisor
Human rights	5	4	5	5	5 yr.		board
Library	5	3	5	3	5 yr.		board
Parks & recreation	7	2	7	2	5 yr.		board
Planning	7	1	7	1	7 yr.		board
Plumbing	2	0			2 yr.		elected by plumbers
Traffic safety	9	3	13	2	3 yr.		board
Youth	14	9			3 yr.		board
Zoning Bd. of Appeals	5	1	5	1	5 yr.		board
	118	42	63	21			
	35.5% women	64.4% men	33.3% women	66.6% men			
HAMBURG							
Assessment Review	4	0			5 yr.	\$750/\$600 yr.	board
Conservation Advisory Board	9	0	9	1	2 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Community dev. citizens advisory	6	3	6	2	1 yr.		board
Emergency management team	20	1			1 yr.	individual hourly rates/employees	board
Ethics	3	2			5 yr.		board
Hamburg Development. Corp.	14	3			3 yr.		directors
HIDA (Indus. dev.)	12	4			open		board
Library	6	4	6	3	5 yr.		board
Planning	8	1	8	1	7 yr.	\$3,578/\$3,271	board
Recreation	8	1	9	1	2 yr.		board
Rejuvenation proj.	11	5	19	8	1 yr.		board
Safety	12	2	11	3	1 yr.		board
Senior Citizens	4	3	5	1	1 yr.		board
Shoreline Revit.	11	3			1 yr.		board
Traffic safety	10	3	10	2	1 yr.	\$19.79 hr./chair	board
Youth	15	8	14	8	2 yr.		board
Zoning Bd. of Appeals	7	0	8	1	5 yr.	\$3,292/ch./ \$3,333/sec./ \$2,763 /bd./yr.	board
	160	43	105	31			
	26.8% women	73.1% men	29.5% women	70.4% men			
HOLLAND							
Assessment Review	5	3	5	1	5 yr.	\$50/yr.	board
Beautification	12	6			open		board
Cable TV	4	1			1 yr.		board
Environmental	6	1	7	2	2 yr.		board
Ethics	4	1	4	1	1 yr.		board
Planning	8	1	8	1	7 yr.		board
Zoning Bd. of Appeals	7	1	7	1	5 yr.		board
	46	14	31	6			
	30.4% women	69.5% men	19.3% women	80.6% men			
LANCASTER							
Assessment Review	5	2	5	2	5 yr.	\$195/\$155/mtg.	board
Drug abuse prevent.	6	1	7	2	2 yr.		board
Economic devel.	8	0			open		board
Planning	7	1	7	3	7 yr.	\$3,200/\$2,500/yr.	board
Recreation	5	1			5 yr.		board
Youth	16	6	17	11	2 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Zoning Bd. of Appeals	7	0	7	0	2 yr.	\$1,588/\$1,236/yr.	board
	54	11	43	18			
	20.3% women	79.6% men	41.8% women	58.1% men			
MARILLA							
Assessment Review	4	1	3	0	5 yr.	\$66/\$52/mtg.	board
Conservation	7	1	7	2	2 yr.	\$33/\$22/monthly	board
Planning	8	4	7	2	7 yr.	\$33/\$22 mtg.	board
Zoning Bd. of Appeals	6	1	7	2	5 yr.	\$33/\$22/mtg.	board
	25	7	24	4			
	28% women	72% men	25% women	75% men			
NEWSTEAD							
Assessment Review	3	1			5 yr.	\$80/day	board
Conservation	7	0	7	0	3 yr.		board
Disaster Advisory	3	0			1 yr.		board
Historic pres.	12	8			1 yr.		historical soc./bd.
Library	8	6	7	5	5 yr.		board
Parks & playgrounds	2	1			1 yr.		board
Planning	7	0	7	1	7 yr.	\$25/mtg.	board
Recreation	6	2	6	1	2 yr.		board
Recycling	2	1			1 yr.		board
Water/sewer	5	1			4 yr.		board
Zoning Bd. of Appeals	5	0	5	0	5 yr.	\$15/mtg.	board
	60	20	32	7			
	33.3% women	66.6% men	21.8% women	78.1% men			
NORTH COLLINS							
Assessment Review	5	0	5	1	5 yr.	\$50/yr.	board
Library	10	2	11	2	7 yr.		board
Planning	7	1	7	1	7 yr.		board
Records	7	7	7	6	open		board
Recreation	7	7	7	6	7 yr.		board
Zoning Bd. of Appeals	5	1	5	1	5 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
	41	18	42	17			
	43.9% women	56.0% men	40.4% women	59.5% men			
ORCHARD PARK							
Assessment Review	5	1	5	1	1 yr.		board
Computer & info	10	2			open		board
Conservation	7	1	6	1	2 yr.	\$500/yr.	board
Economic Development	6	1			1 yr.		board
Ethics	5	0	5	0	1 yr.		board
Library	5	2	5	2	5 yr.		board
Open space & farmland protection committee	6	3			open		board
Planning	8	1	8	1	7 yr.	\$500/yr.	board
Recreation	6	3			7 yr.		board
Safety	7	1	7	1	1 yr.		board
Youth	9	2			1 yr.		board
Zoning Bd. of Appeals	6	1	5	0	5 yr.	\$500/yr.	board
	80	18	41	6			
	22.5% women	77.5% men	14.6% women	85.3% men			
SARDINIA							
Assessment Review	5	1	5	1	5 yr.	\$67.96/session	board
Planning	7	2	7	1	7 yr.	\$29.91/mtg	board
R.A.R.	5	1			5 yr.	\$67.96/session	board
Records	2	2			1 yr.		board
Recreation	7	5			1 yr.		board
Zoning Bd. of Appeals	5	0	5	0	5 yr.	\$29.91/mtg.	board
	31	11	17	2			
	35.4% women	64.5% men	11.7% women	88.2% men			
TONAWANDA							
Assessment Review	3	0	3	0	5 yr.	\$1,000/yr.	board
Conservation	7	2			2 yr.		board
Ethics	5	1	4	1	5 yrs.		board
Examining Bd. of Electricians	5	0	5	0	2 yr.		board
Library	5	1	5	2	5 yr.		board

		2002		1998			
	total	women	total	women	term	pay	appointed by
Merit Award Bd.	4	1	4	0	1 yr.		board
Planning	7	0	7	0	7 yr.	\$35/\$30/mtg.	board
Plumbing	3	0	3	0	2 yr.		board
Records	4	1	4	1	1 yr.		board
Suggestion Review	6	1	3	0	open		board
Youth	14	6	12	4	3 yr.	\$35/\$30/mtg.	
Zoning Bd. of Appeals	5	2	5	2	5 yr.	\$35/30/mtg.	board
	68	15	55	10			
	22.0% women	77.9% men	18.1% women	81.8% men			
WALES							
Assessment Review	3	0	6	1	4 yr.	\$145/yr.	board
Conservation	5	2	5	3	4 yr.		board
Planning	7	0	7	0	6 yr.	\$340/yr.	board
Zoning Bd. of Appeals	5	1	5	0	4 yr.	\$340/yr.	board
	20	3	23	4			
	15% women	85% men	17.3% women	82.6% men			
WEST SENECA							
Assessment Review	4	1	5	1	5 yr.	\$800/\$600/yr.	board
Library	5	2	5	2	5 yr.		board
Planning	7	0	7	1	7 yr.	\$4,679/\$3,174/yr.	board
Youth	13	5	25	9	open		board
Zoning Bd. of Appeals	5	2	5	1	5 yr.	\$4,679/\$3,174/yr.	board
	34	10	47	14			
	29.4% women	70.5% men	29.7% women	70.2% men			
Number of women on town boards	board totals	women					
	1,672	492					

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CITY GOVERNMENT BOARDS IN ERIE COUNTY

THERE ARE THREE CITIES IN ERIE COUNTY – BUFFALO, LACKAWANNA AND TONAWANDA, WITH A TOTAL OF 58 BOARDS AND 445 FILLED SEATS. WOMEN HOLD 138, OR 31% OF THESE SEATS. MEN HOLD 307, OR 69% OF THESE SEATS.

CITY OF BUFFALO

THE 35 BOARDS LISTED BELOW HAVE A TOTAL OF 301 FILLED SEATS. WOMEN HOLD 86 SEATS, OR 28.5%. MEN HOLD 215 SEATS, OR 71.4%. ELEVEN BUFFALO BOARDS/COMMITTEES HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*				
	total	women	total	women	term	pay**	appointed by
Appraisal Review	3	0			4 yr.		mayor
Assessment Review	5	1	5	1	5 yr.	\$150/\$100 mtg.– 28 to 30x yr.	council
Arts & Cultural Funding Bd.	15	8	13	7	3 yr.		6 mayor; 5 Bflo. Arts Comm.; 1 compt.; 4 council;
Awards/Fire Department	4	0			open		2 mayor; 3 ex-officio
BNRC	11	2			3yr.		corporation
Buffalo Arts Commission	13	7	15	8	open		10 mayor; 5 council president
Buffalo Municipal Housing	6	2	7	1	5 yr.	\$2,000 yr.	5 mayor; 2 elected by tenant membership
Buffalo Sewer Authority	5	0	5	0	3 yr.	\$3,500/\$2,500 yr.	mayor
Charter Revision***	13	3	16	4	open		3 council; 13 mayor
Community Access TV	3	0			3 yr.		mayor
Citizens Planning Council	12	4	17	9	2 yr.		2 mayor; 2 BOE; 5 council; 5 mayor/rep

		2002		1998			
	total	women	total	women	term	pay	appointed by
Citizens Rights	9	4	17	7	3 yr.		mayor
Citizens Salary Review	9	3	9	2	3 yr.		3 mayor; 3 compt.; 3 council pres.
Civil Service Commission	2	0	3	0	6 yr.	\$7,020 yr.	mayor
Disabilities	17	4	21	7	3 yr.		mayor
Economic Development	35	16	9	4	open		mayor
Elevator Safety review	8	0	6	0	3 yr.		6 mayor, 2 by statute
Emergency Medical Services	10	1	6	1	3 yr.		9 mayor; 1 co. exec. rec.
Electricians Exam Bd.	5	0	5	0	3 yr.		mayor
Envi-ronmental	9	2	9	2	2 yr.		5 council, 4 mayor, 1 BNP
Ethics	5	1	5	1	5 yr.		2 mayor 5 mayor & nom. com.
Heating Examiners	3	0	3	1	3 yr.		mayor
Home Improv. Adv.	6	1	4	1	3 yr.		mayor
Library	14	6	14	6	5 yr.		5 mayor/ 10 county
Parking	10	7	9	6	7 yr.		mayor
Pest Management	8	2	7	1	2 yr.		2 mayor; 6 council; 1 Envir. Man. Com.
Planning	7	2	7	2	3 yr.		mayor
Preservation	10	3	9	2	3 yr.		6 mayor; 3 council pres.; 2 by statute
Plumbers Exam Bd.	5	0	3	0	3 yr.	\$1,800 sec \$1,300 yr. plumbers	2 mayor; 2 plumbers by statute

		2002		1998			
	total	women	total	women	term	pay	appointed by
Public Collections bd. of Appeals	4	0	5	2	3 yr.		mayor
Solid Waster Advisory	5	2	6	1	3 yr.		5 mayor; 1 held by streets chief
Youth	11	3	19	5	2 yr.		mayor
Water	7	1	7	1	2 yr.	\$100/mtg.	mayor
Water Finance	7	1	6	1	2 yr.		3 mayor, 1 governor, 4 ex-officio
Zoning bd. of Appeals	5	0	5	0	3 yr.	\$2,080/yr.	mayor
board totals, women	301	86	272	83			
	28.5% women	71.4% men	20.5% women	69.4% men			

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****Charter Review Committee is in the Charter, but will not be reactivated for another 10 years.*

CITY GOVERNMENT BOARDS IN ERIE COUNTY

CITY OF LACKAWANNA

THE 10 BOARDS LISTED BELOW HAVE A TOTAL OF 65 FILLED SEATS. WOMEN HOLD 12 SEATS, OR 18.5%. MEN HOLD 53 SEATS, OR 81.5%. FIVE LACKAWANNA BOARDS/COMMITTEES HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*				
	total	women	total	women	term	pay**	appointed by
Assessment Review	3	1	4	1	5 yr.	\$1,500/ \$1,350/yr.	council
Civil Service	4	0	4	1	6 yr.	\$3,400 sec. \$1,000/\$750/yr.	council
Ethics	5	0			5 yr.		council
Lackawanna Community Development	13	1	11	2	3 yr.		mayor
Library	5	2			5 yr.		mayor
Planning	5	1	7	1	1-3 yr.		mayor
Plumbing	5	0	5	0	open		mayor
Traffic safety	10	0	11	1	open		mayor
Youth	12	7	14	7	open		mayor
Zoning bd. of Appeals	3	0	5	1	3 yr.		mayor
	65	12	61	14			
board totals/women	18.4% women	81.5% men	22.9% women	77% men			

**Board totals for 1998 are included if they were part of the 1998 report.*

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CITY GOVERNMENT BOARDS WITHIN ERIE COUNTY

CITY OF TONAWANDA

THE 13 BOARDS LISTED BELOW HAVE A TOTAL OF 79 FILLED SEATS. WOMEN HOLD 40 SEATS, OR 51%. MEN HOLD 39 SEATS, OR 49%. THREE TONAWANDA BOARDS/COMMITTEES HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*				
	total	women	total	women	term	pay**	appointed by
Appeals	6	3	6	3	open	\$25/mtg.	mayor
Assessment Review	3	1	3	0	5 yr.	\$25/mtg. monthly	council
Civil Service	3	1	3	1	open	\$1,725 yr.	mayor
Disaster Advisory	2	0			open		mayor
Housing	5	4	5	2	open		mayor
Library	6	3	5	3	open	\$25/mtg.	mayor
Planning	5	2	5	2	open	\$25/mtg.	mayor
Plumbing	3	0	3	0	open		mayor
Traffic Safety	5	0	5	0	open	\$25/mtg.	mayor
Youth	16	8	20	9	3 yr.		mayor
Visual/Performing Arts	15	14	6	6	open		mayor
Waterfront Revitalization.	5	2	5	2	open		mayor
Zoning	5	2			open		mayor
board totals/women	79	40	66	28			
	50.6% women	49.3% men	42.4% women	57.5% men			

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***When payment information shows two or three numbers, the higher numbers are generally for the board chair or secretary, and the lower figure is for board members. Boards are paid per meeting, monthly or annually. Planning boards generally meet two times per month, while Zoning boards usually meet once per month, with less frequency in smaller communities. Assessment Review boards meet as needed, generally requiring from one to five sessions per year.*

ERIE COUNTY GOVERNMENT BOARDS

THE 40 ERIE COUNTY GOVERNMENT BOARDS LISTED BELOW HAVE A TOTAL OF 548 FILLED SEATS. WOMEN HOLD 213 SEATS, OR 39%. MEN HOLD 335 SEATS, OR 61%. SIX COUNTY BOARDS HAVE NO FEMALE REPRESENTATION.

BOARD MEMBERS

	2002		1998*				
	total	women	total	women	term	pay**	appointed by
Agricultural. & Farmland Protection	14	1	15	3	open		8 Maj. Leg. chair; 6 statutory
Buffalo & Erie County Public Library	15	7	15	7	5 yr.		10 Co. Exec.; 5 Mayor of Buffalo
Central Police Services	8	2	7	0	open		5 statutory 2 Maj. Leg. 1 Co. Exec.
Commission the Status of Women	15	15	15	15	3 yr.		2 Maj. Leg. 2 Min. Leg. 11 Co. Exec.
Conditional Release Commission	10	4	8	3	2 yr.		10 County Executive
Consumer Protection Committee	16	9	19	15	2 yr.		19 County Executive
Coordinating Council on Children & Families	16	9	36	16	open		6 Maj. Leg.; 4 Min Leg.; 1 statutory; 14 Co. Exec.
CORSA, Com. on Rape & Sexual Assault	13	6	12	6	2 yr.		3 Co. Sheriff; 2 statutory; 8 Co. Exec.
Council on the Disabled	15	10	12	8	2 yr.		3 statutory; 12 Co. Exec.
Cultural Resources Advisory	26	11	25	12	2 yr.		25 Co. Exec.; 1 Maj. Leg.
Development Coordination	16	5	17	4	2 yr.		5 statutory; 11 Co. Exec.
Disaster Preparedness	29	4	25	4	2 yr.		1 statutory; 28 Co. Exec.

		2002		1998			
	total	women	total	women	term	pay	appointed by
E-911 Practices	11	0	12	0	open		1 Assoc. EC govts.; 1 Co. Exec.; 1 appt. official; 9 statutory
EMS Advisory	19	8	24	4	2 yr.		19 Co. Exec.
Employee Assistance Program	16	6	16	6	open		15 Board; 1 Legislature
Environmental Management Council	32	9	15	7	2 yr.		32 Co. Exec.
Equal Employment Opportunity	13	4	15	10	1 yr.		14 Co. Exec.; 1 statutory
Erie Community College Board	10	3	10	3	9 yr.		5 Co. Exec.; 4 governor; 1 statutory
Erie County Medical Center	13	2	13	4	5 yr.		2 Maj. Leg. 1 Min. Leg. 10 Co. Exec.
Ethics	6	4	5	2	5 yr.		6 Co. Exec.
Fire Advisory Board	22	2	21	0	open		20 Co. Exec.; 2 statutory
Fish & Wildlife	4	0	18	0	2 yr.		4 Co. Exec.
Fisheries Advisory Board	12	1	12	0	3 yr.		3 Min. Leg.; 1 Maj. Leg.; 1 committee; 8 Co. Exec
Health	10	3	10	4	6 yr.		1 statutory; 9 Co. Exec. 1 Legislature
Home Health Care Advisory	10	6	13	8	3 yr.		1 Maj. Leg.; 1 Leg.; 3 Co. Exec.; 6 statutory
LEICC (Early Intervention)	14	11	30	20	2 yr.		14 Co. Exec.
Mental Hyg. Com. Service	40	24	32	20	4 yr.		41 Co. Exec.
Records Commission	7	4	9	4	open		3 Co.Exec. Exec./Leg; 6 statutory

		2002		1998			
	total	women	total	women	term	pay	appointed by
Senior Services Adv.	18	12	19	13	2 yr.		4 statutory; 16 Co. Exec.
Sewer District No. 1	3	0	3	0	open		3 Co. Exec.
Sewer District No. 2	5	1	6	2	open		5 Co. Exec.
Sewer District No. 3	5	1	8	3	open		5 Co. Exec.
Sewer District No. 4	5	0	6	0	open		5 Co. Exec.
Sewer District No. 5	4	0	5	0	open		4 Co. Exec.
Sewer District No. 6	4	0	3	1	open		4 Co. Exec.
Social Services Com. Advisory	16	11	30	24	open		17 Social Services Commissioner
Soil & Water Conservation	7	1	5	0	3 yr.		4 Legislature; 3 statutory
Traffic Safety Advisory	25	4	14	2	open		23 Co. Exec.; 2 statutory
Water Authority***	3	1	3	0	3 yr.	\$22,500/yr. & use of county car	3 Legislature
Youth	21	12	17	7	2 yr.		22 Co. Exec.
board totals/women	548	213	580	237			
	38.9% women	61.1% men	40.9% women	59.1% men			

*Board totals for 1998 are included if they were available.

**When payment information shows two or three numbers, the higher numbers are generally for the board chair or secretary, and the lower figure is for board members. Boards are paid per meeting, monthly or annually. Planning boards generally meet two times per month, while Zoning boards usually meet once per month, with less frequency in smaller communities. Assessment Review boards meet as needed, generally requiring from one to five sessions per year.

***The Water Authority is the County's only paid board. The three Commissioners have access to county vehicles for personal use, but not all three currently use that option, according to the ECWA secretary.

ERIE COUNTY GOVERNMENT BOARDS

**DIRECT APPOINTMENTS BY ERIE COUNTY EXECUTIVE JOEL A. GIAMBRA
SINCE JANUARY 1, 2000 TOTAL 275. OF THESE 275 APPOINTMENTS, 132, OR 48%
ARE HELD BY WOMEN AND 143, OR 52% ARE HELD BY MEN.**

January 1, 2000 to June 1, 2002

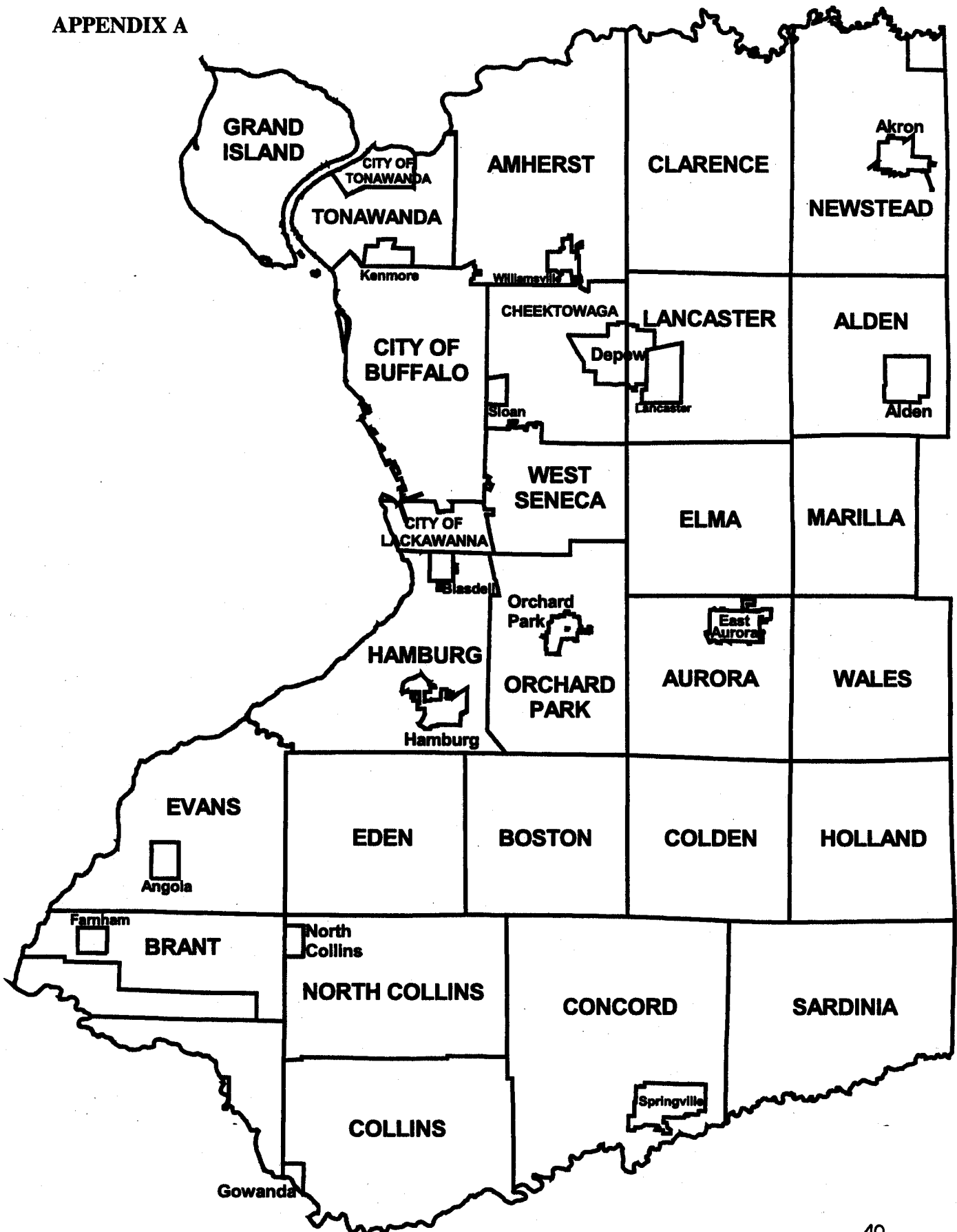
board name	total appointments	women	men
Agriculture & Farmland Protection Board	No direct Co. Exec. appointments		
Bflo. & Erie Co. Public Library*	7	2	5
Central Police Services	1	0	1
Commission on the Status of Women*	8	8	0
Conditional Release Commission	10	4	6
Consumer Protection Committee	16	9	7
Coordinating Council on Children & Families*	2	2	0
CORSA (Com. on Rape & Sexual Assault)	8	6	2
Council on the Disabled	12	9	3
Cultural Resources Advisory Board (CRAB)*	14	7	7
Development Coordination*	9	3	6
Disaster Preparedness Advisory*	3	0	3
E-911 Practices*	0	0	0
Emergency Medical Services Advisory	19	8	11
Employee Assistance Program (EAP)	No. direct Co. Exec. appointments		
Environmental Management Council	32	9	23
Erie Community College Board of Trustees*	1	0	1
Erie County Medical Center	10	2	8
Equal Employment Opportunity Advisory	12	4	8
Ethics*	2	2	0
Fire Advisory Board*	2	2	0
Fish & Wildlife	4	0	4
Fisheries Advisory Board	8	1	7
Health*	4	0	4

County Executive Appointments continued			
Home Health Care Advisory	3	2	1
LEICC (Early Intervention)	14	11	3
Mental Hygiene Community Service	40	24	16
Records Commission	No direct Co. Exec. appointments		
Senior Services Advisory*	7	7	0
Sewer District #1*	1	0	1
Sewer District #2*	1	0	1
Sewer District #3*	2	0	2
Sewer District #4*	1	0	1
Sewer District #5*	2	0	2
Sewer District #6*	3	0	3
Social Services Commissioners Advisory	No direct Co. Exec. appointments		
Soil and Water Conservation	No direct Co. Exec. appointments		
Traffic Safety Advisory*	0	0	0
Water Authority	No direct Co. Exec. appointments		
Youth*	17	10	7
TOTAL	275	132	143
		48%	52%

**Board contains County Executive appointments still in effect from previous administrations.*

ERIE COUNTY

APPENDIX A



APPENDIX B

TOTAL POPULATION (ALL AGES) OF MALES AND FEMALES BY CITIES, TOWNS AND VILLAGES WITHIN ERIE COUNTY

MUNICIPALITY	MALES	FEMALES, TOTAL AND PERCENTAGE	
T. OF ALDEN	5,692	4,778	45.6
V. OF ALDEN	1,322	1,344	50.4
T. OF AMHERST	54,961	61,549	52.8
V. OF WILLIAMSVILLE	2,402	3,171	56.9
T. OF AURORA	6,772	7,224	51.6
V. OF EAST AURORA	3,115	3,558	53.3
T. OF BOSTON	3,964	3,933	49.8
T. OF BRANT	906	1,000	52.5
V. FARNHAM	152	170	52.8
C. OF BUFFALO	137,443	155,205	53.0
T. OF CHEEKTOWAGA	44,114	49,905	53.1
V. OF SLOAN	1,781	1,994	52.8
T. OF CLARENCE	12,680	13,443	51.5
T. OF COLDEN	1,683	1,640	49.4
T. OF COLLINS	6,084	2,223	26.8
V. OF GOWANDA	1,343	1,499	52.7
T. OF CONCORD	4,158	4,368	51.2
V. OF SPRINGVILLE	1,963	2,289	53.8
T. OF EDEN	4,013	4,063	50.3
T. OF ELMA	5,589	5,715	50.6
T. OF EVANS	8,585	9,009	51.2
V. OF ANGOLA	1,093	1,173	51.8
T. OF GRAND ISLAND	9,188	9,433	50.7
T. OF HAMBURG	26,790	29,469	52.4
V. OF BLASDELL	1,284	1,434	52.8
V. OF HAMBURG	4,718	5,398	53.4
T. OF HOLLAND	1,793	1,810	50.2
C. OF LACKAWANNA	9,152	9,912	52.0
T. OF LANCASTER	18,883	20,136	51.6
V. OF DEPEW	8,005	8,624	51.9
V. OF LANCASTER	5,333	5,855	52.3
T. OF MARILLA	2,836	2,873	50.3
T. OF NEWSTEAD	4,107	4,297	51.1
V. OF AKRON	1,439	1,646	53.4
T. OF NORTH COLLINS	1,678	1,698	50.3
V. OF NORTH COLLINS	544	535	49.6
T. OF ORCHARD PARK	13,285	14,352	51.9
V. OF ORCHARD PARK	1,576	1,718	52.2

POPULATION CONT'D		
MUNICIPALITY	MALES	FEMALES TOTAL & PERCENTAGE
T. OF SARDINIA	1,350	1,342 49.9
C. OF TONAWANDA	7,835	8,301 51.4
T. OF TONAWANDA	36,566	41,589 53.2
V. OF KENMORE	7,607	8,819 53.7
T. OF WALES	1,466	1,494 50.5
T. OF WEST SENECA	21,879	24,041 52.4
ERIE COUNTY	454,411	495,854 52.2

APPENDIX C

FEMALES BY AGE BY CITIES, TOWNS & VILLAGES

MUNICIPALITY	Total female population	All ages 18 & over	65 & over
T. OF ALDEN	4,778	3,740	1,021
V. OF ALDEN	1,322	1,017	237
T. OF AMHERST	61,549	48,965	12,673
V. OF WILLIAMSVILLE	3,171	2,623	1,016
T. OF AURORA	7,224	5,493	1,401
V. OF EAST AURORA	3,558	2,721	805
T. OF BOSTON	3,933	2,982	549
T. OF BRANT	1,000	756	176
V. FARNHAM	170	121	27
C. OF BUFFALO	155,205	117,531	24,553
T. OF CHEEKTOWAGA	49,905	40,442	11,827
V. OF SLOAN	1,994	1,620	558
T. OF CLARENCE	13,443	9,831	2,185
T. OF COLDEN	1,640	1,236	196
T. OF COLLINS	2,223	1,720	369
V. OF GOWANDA	1,499	2,080	438
T. OF CONCORD	4,368	3,312	781
V. OF SPRINGVILLE	2,289	1,748	530
T. OF EDEN	4,063	3,020	659
T. OF ELMA	5,715	4,367	988
T. OF EVANS	9,009	6,738	1,255
V. OF ANGOLA	1,173	837	169
T. OF GRAND ISLAND	9,433	7,021	1,159
T. OF HAMBURG	29,469	22,691	5,255
V. OF BLASDELL	1,434	1,096	289
V. OF HAMBURG	5,398	4,112	1,079
T. OF HOLLAND	1,810	1,304	200
C. OF LACKAWANNA	9,912	7,674	2,144
T. OF LANCASTER	20,136	15,377	3,422
V. OF DEPEW	8,624	6,821	1,693
V. OF LANCASTER	5,855	4,658	1,270
T. OF MARILLA	2,873	2,100	347
T. OF NEWSTEAD	4,297	3,320	845
V. OF AKRON	1,646	1,287	367
T. OF NORTH COLLINS	1,698	1,255	259
V. OF NORTH COLLINS	535	390	85
T. OF ORCHARD PARK	14,352	11,009	2,726
V. OF ORCHARD PARK	1,718	1,364	366
T. OF SARDINIA	1,342	991	166

FEMALES BY AGE & LOCATION, CONT'D			
MUNICIPALITY			
C. OF TONAWANDA	8,301	6,455	1,586
T. OF TONAWANDA	41,589	33,200	9,923
V. OF KENMORE	8,819	6,929	1,736
T. OF WALES	1,494	1,124	181
T. OF WEST SENECA	24,041	18,951	4,927
ERIE COUNTY	495,854	383,316	91,881

MALES BY AGE BY CITIES, TOWNS & VILLAGES

MUNICIPALITY	Total male population	All ages 18 & over	65 & over
T. OF ALDEN	5,692	4,551	713
V. OF ALDEN	1,322	948	170
T. OF AMHERST	54,961	41,707	7,916
V. OF WILLIAMSVILLE	2,402	1,869	424
T. OF AURORA	6,772	4,950	946
V. OF EAST AURORA	3,115	2,244	452
T. OF BOSTON	3,964	2,929	454
T. OF BRANT	906	678	122
V. FARNHAM	152	109	17
C. OF BUFFALO	137,443	98,160	14,774
T. OF CHEEKTOWAGA	44,114	34,198	7,462
V. OF SLOAN	1,781	1,397	354
T. OF CLARENCE	12,680	8,977	1,596
T. OF COLDEN	1,683	1,258	194
T. OF COLLINS	6,084	5,483	331
V. OF GOWANDA	1,343	982	232
T. OF CONCORD	4,158	3,033	509
V. OF SPRINGVILLE	1,963	1,435	283
T. OF EDEN	4,013	2,886	485
T. OF ELMA	5,589	4,166	819
T. OF EVANS	8,585	6,221	914
V. OF ANGOLA	1,093	761	138
T. OF GRAND ISLAND	9,188	6,630	949
T. OF HAMBURG	26,790	19,633	3,232
V. OF BLASDELL	1,284	954	178
V. OF HAMBURG	4,718	3,335	585
T. OF HOLLAND	1,793	1,301	157
C. OF LACKAWANNA	9,152	6,713	1,384
T. OF LANCASTER	18,883	13,847	2,151
V. OF DEPEW	8,005	6,148	1,178
V. OF LANCASTER	5,333	4,001	719
T. OF MARILLA	2,836	2,058	289
T. OF NEWSTEAD	4,107	3,066	568
V. OF AKRON	1,439	1,067	202
T. OF NORTH COLLINS	1,678	1,238	202
V. OF NORTH COLLINS	544	388	58
T. OF ORCHARD PARK	13,285	9,658	1,872
V. OF ORCHARD PARK	1,576	1,155	278
T. OF SARDINIA	1,350	952	134

MALES BY AGE & LOCATION, CONT'D			
MUNICIPALITY			
C. OF TONAWANDA	7,835	5,824	1,123
T. OF TONAWANDA	36,566	27,856	6,395
V. OF KENMORE	7,607	5,676	955
T. OF WALES	1,466	1,100	163
T. OF WEST SENECA	21,879	16,735	3,447
ERIE COUNTY	454,411	336,399	59,377

APPENDIX D

ELECTED AND APPOINTED WOMEN OFFICE-HOLDERS* IN VILLAGES IN ERIE COUNTY AS OF MAY 2002

Mayor Village Clerk* Trustee** Justice

Municipality	1998	2002	1998	2002	1998	2002	1998	2002	other women-held posts in 2002
Akron	0	0	0	0	1	1	0	0	
Alden	0	0	1	2	1	0	0	0	
Angola	0	0	1	1	1	1	0	0	
Blasdell	0	0	1	1	1	0	0	0	
Depew	0	0	0	2	2	0	0	0	
East Aurora	0	0	0	1	3	0	0	0	
Farnham	0	0	1	1	2	1	0	0	
Gowanda	0	0	1	1	2	1	0	0	
Hamburg	0	0	0	0	0	1	0	0	
Kenmore	0	0	0	1	0	1	0	0	
Lancaster	0	0	0	2	2	1	1	0	
N. Collins	0	0	1	1	1	2	0	0	
Orchard Park	1	1	1	1	1	0	0	0	
Sloan	0	0	1	1	1	0	0	0	1 sr. services director, 1 recreation supervisor
Springville	0	0	1	0	1	1	0	0	
Williamsville	0	0	1	1	1	2	1	1	

*Some villages have separated the functions of the village clerk-treasurer, sometimes resulting in more than one position as village clerk-treasurer and village administrator. All are appointed positions.

**There are four trustees on village boards with the exception of Depew, East Aurora Lancaster, which have six.

**ELECTED AND APPOINTED WOMEN OFFICE-HOLDERS IN TOWNS IN
ERIE COUNTY AS OF MAY 2002**

Supervisor Council Member* Town Clerk Justice **

Municipality	1998	2002	1998	2002	1998	2002	1998	2002	other women- held posts 2002
Alden	0	0	1	1	1	1	1	0	tax receiver+
Amherst	1	1	2	2	0	1	0	0	directors of museum, sr. center, finance, recreation, library
Aurora	0	0	0	0	1	1	0	0	tax receiver+, assessor, rec. director
Boston	0	0	2	0	0	0	2	0	assessor, rec. director, nutrit. site coordinator
Brant	0	0	1	1	1	1	0	0	0
Cheektowaga	0	0	2	1	0	0	0	0	tax receiver+, dir. employ. relations, dir. senior services
Clarence	0	1	1	0	1	1	0	0	dir. admin. & finance
Colden	1	1	0	2	1	1	0	0	0
Collins	1	0	1	1	1	1	0	0	tax collector+
Concord	0	0	1	0	1	1	1	1	0
Eden	0	0	1	1	1	1	0	0	bookkeeper, rec. dir., 2 assessors+
Elma	1	0	2	0	1	1	0	0	assessor, 2 rec. directors, accountant, dog cont. officer
Evans	0	0	0	1	1	1	0	0	tax receiver+
Grand Island	0	0	2	1	1	1	0	1	accountant, 1 sr. srvs. , 1 rec.,directors
Hamburg	0	0	2	2	0	1****	0	0	0

	1998	2002	1998	2002	1998	2002	1998	2002	other
Holland	0	0	1	0	1	1	0	0	2 assessors+, tax collector+
Lancaster	0	0	1	1	0	1	0	0	4 library trustees+
Marilla	0	0	1	1	1	1	0	0	assessor+
Newstead	0	0	0	1	1	1	0	0	network admin.
North Collins	0	0	2	2	1	1	0	0	2 co-rec. dirs., dog cont. officer
Orchard Park	0	1	1	1	1	1	0	0	0
Sardinia	0	0	1	2	1	1	1	1	rec. director
Tonawanda	0	0	1	1	0	0	0	0	0
Wales	1	1	0	0	1	1	0	0	tax collector+
West Seneca	0	0	1	0	1	1	0	0	tax receiver+

**There are four council members in each town with the exception of Amherst, Cheektowaga and Tonawanda, which have six on their boards.*

***There are two justices elected in each town.*

****In Hamburg the town clerk position was vacated due to retirement in April and the post was filled by a woman, subject to special election in November.*

+Denotes elected position in the column "other women-held posts."

**ELECTED AND APPOINTED WOMEN OFFICE-HOLDERS IN CITIES IN
ERIE COUNTY AS OF MAY 2002**

Mayor Council Member City Clerk* Justice

Municipality	1998	2002	1998	2002	1998	2002	1998	2002	other women-held appointments in 2002
Buffalo	0	0	4	4	0	0	4	4	commissioner of admin. & finance, civil service director, advocacy office director
Lackawanna	1	0	0	0	0	1	0	0	city attorney
Tonawanda	1	0	1	1	0	1	0	0	city clerk, recreation director, assessor

**Municipal clerks in cities are appointed, not elected.*

ELECTED AND APPOINTED WOMEN OFFICE-HOLDERS IN COUNTY AND STATE GOVERNMENT IN ERIE COUNTY AS OF MAY 2002

ELECTED POSITIONS

State Senator
State Assembly Member
Erie County Comptroller
Erie County Legislators (5)
Erie County Court Justice
Erie County Family Court Justice (4)

APPOINTED OFFICIALS AND DEPARTMENT HEADS

Erie County Medical Center, Chief Executive Officer
Buffalo & Erie County Public Library, Director
Commission on the Status of Women, Executive Director
Coordinating Council on Children & Families, Coordinator
Office For the Disabled, Director
Erie County Department of Public Works, Commissioner
Erie County Department of Senior Services, Commissioner
Erie County Department of Social Services, Commissioner

DIRECTORY OF MUNICIPALITIES IN ERIE COUNTY **MUNICIPALITIES IN ERIE COUNTY**

APPENDIX E

Erie County 95 Franklin Street Buffalo, New York 14202		858-6000 Fax 858-8895	Fax 941-6116
City of Buffalo 65 Niagara Street – Buffalo City Hall Buffalo, New York 14202		851-4200 Fax 851-4845	549-0282 Fax 549-0623
City of Lackawanna City Hall 714 Ridge Road Lackawanna, New York 14218		827-6452 Fax 827-6665	
City of Tonawanda City Hall 200 Niagara Street Tonawanda, New York 14150		695-1800 Fax 693-5926	
Town of Alden Alden Town Hall 3311 Wende Road Alden, New York 14004		937-7054 Fax 937-9817	
Town of Amherst Amherst Town Hall 5583 Main Street Williamsville, New York 14221		631-7000 Fax 631-7012	
Town of Aurora Aurora Town Hall 5 South Grove Street East Aurora, New York 14052		652-3280 Fax 652-3507	
Town of Boston Boston Town Hall 8500 Boston State Road Boston, New York 14025		941-6113	
Town of Brant Brant Town Hall Brant-North Collins Road Brant, New York 14027			549-0282 Fax 549-0623
Town of Cheektowaga Cheektowaga Town Hall 3301 Broadway Cheektowaga, New York 14227			686-3400 Fax 683-0134
Town of Clarence Clarence Town Hall 1 Town Place Clarence, New York 14031			741-8938 Fax 741-4715
Town of Colden Colden Town Hall 8812 State Road Colden, New York 14033			941-5012 Fax 941-9335
Town of Collins Collins Town Hall P.O. Box 420 14093 Mill Street Collins, New York 14034			532-4887 Fax 532-3968
Town of Concord Concord Town Hall P.O. Box 368 86 Franklin Street Springville, New York 14141			592-4946 Fax 592-5030

Town of Eden
Eden Town Hall
2795 East Church Street
Eden, New York 14057

992-3406
Fax 992-2242

Town of Elma
Elma Town Hall
1910 Bowen Road
Elma, New York 14059

652-3260
Fax 652-3560

Town of Evans
Evans Town Hall
8787 Erie Road
Angola, New York 14006

549-8787
Fax 549-0456

Town of Grand Island
Grand Island Town Hall
2255 Baseline Road
Grand Island, New York 14072

773-9600
Fax 773-9618

Town of Hamburg
Hamburg Town Hall
6100 South Park Avenue
Hamburg, New York 14075

649-6111
Fax 649-4087

Town of Holland
Holland Town Hall
P.O. Box 36
47 Pearl Street
Holland, New York 14080

537-9443
Fax 537-9454

Town of Lancaster
Lancaster Town Hall
21 Central Avenue
Lancaster, New York 14086

683-9028
Fax 683-0512

Town of Marilla
Marilla Town Hall
1740 Two Rod Road
Marilla, New York 14102

652-5350
Fax 652-5497

Town of Newstead
Newstead Town Hall
Church & Johns Streets
Akron, New York 14001

542-4573
Fax 542-3702

Town of North Collins
P.O. Box 2
North Collins, New York 14111

337-3391

Town of Orchard Park
Orchard Park Municipal Center
S-4295 South Buffalo Street
Orchard Park, New York 14127

662-6410
Fax 662-6479

Town of Sardinia
Community Center
12320 Savage Road
Sardinia, New York 14134

496-8900
Fax 496-8917

Town of Tonawanda
Tonawanda Municipal Building
2919 Delaware Avenue
Kenmore, New York 14217

877-8800
Fax 877-1261

Town of Wales
Wales Community Center
12345 Big Tree Road
Wales Center, New York 14169

652-0589
Fax 652-3703

Town of West Seneca
West Seneca Town Hall
1250 Union Road
West Seneca, New York 14224

674-5600
Fax 677-4330

Village of Akron
P.O. Box 180
21 Main Street
Akron, New York 14001

542-9636
Fax 542-5586

Village of Alden
13336 Broadway
Alden, New York 14004

937-9216
Fax 937-9216

Village of Angola 41 Commercial Street Angola, New York 14006	549-1126 Fax 549-5130	Village of Orchard Park Orchard Park Municipal Building 4295 South Buffalo Street Orchard Park, New York 14127	662-9327 Fax 662-9328
Village of Blasdell P.O. Box 2180 121 Miriam Avenue Blasdell, New York 14219	822-1921 Fax 822-7127	Village of Sloan 425 Reiman Street Sloan, New York 14212	897-2728 Fax 896-2728
Village of Depew 85 Manitou Street Depew, New York 14043	683-1400 Fax 683-3538	Village of Springville 5 West Main Street – P.O. Box 17 Springville, New York 14141	592-4936 Fax 592-7088
Village of East Aurora 571 Main Street East Aurora, New York 14052	652-6000 Fax 652-3760	Village of Williamsville 5565 Main Street Williamsville, New York 14221	632-4120 Fax 632-6009
Village of Farnham 526 Commercial Street Farnham, New York 14061	549-0890 Fax 549-7149		
Village of Gowanda P.O. Box 109 27 East Main Street Gowanda, New York 14070	532-3353 Fax 532-2938		
Village of Hamburg 100 Main Street Hamburg, New York 14075	649-0200 Fax 646-6558		
Village of Kenmore 2919 Delaware Avenue Kenmore, New York 14217	873-5700 Fax 873-0004		
Village of Lancaster 5423 Broadway Lancaster, New York 14086	683-2105 Fax 684-4830		
Village of North Collins 10543 Main Street North Collins, New York 14111	337-3160		

APPENDIX F

**Erie County Commission on the Status of Women
2002 GENDER DISTRIBUTION ON MUNICIPAL BOARDS SURVEY**

Municipality _____ Address _____

Completed By _____

E-mail Address _____ Phone _____

Date Completed _____

BOARD/COMMITTEE NAME	NUMBER OF MEN	NUMBER OF WOMEN	NUMBER OF VACANCIES	TERM	PAY	APPOINTED BY
ASSESSMENT						
BEAUTIFICATION						
CABLE TV						
CAPITAL PROJECTS						
CONSERVATION						
DISASTER ADVISORY						
ECONOMIC DEVELOPMENT						
ENVIRONMENTAL						
ETHICS						
HISTORIC PRESERVATION						
LIBRARY						
PARKS & PLAYGROUNDS						
PLANNING						
PLUMBING						
RECORDS						
RECREATION						
RECYCLING						
SAFETY						
SCHOOLS						
SENIOR CITIZENS						

please print

Erie County Commission on the Status of Women

Please list all women who have been **appointed** as Department Heads

NAME

TITLE

-----	-----
-----	-----
-----	-----
-----	-----
-----	-----

Please list all women **elected** to office in your municipality and their title

NAME

TITLE

-----	-----
-----	-----
-----	-----
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Has this municipality experienced difficulty filling Board/Committee vacancies?

Please return by May 3, 2002:

1. In the enclosed envelope
2. Can be e-mailed as an attachment to **HOTHOE@erie.gov**
3. Fax to 858-8464

Erie County Commission on the Status of Women
95 Franklin Street, Room 1655, Buffalo, NY 14202
Any questions, please call Eileen Hotho, 858-8307